

PREA AUDIT: AUDITOR'S SUMMARY REPORT

ADULT PRISONS & JAILS



Name of facility:				Roanoke County Salem Jail			
Physical address:				401 East Main Street, Salem, VA 24153			
Date report submitted:				November 6, 2014			
Auditor Information				Katherine Brown			
Address:				12121 Little Road Suite 286 Hudson, Florida 34667			
Email:				Kbrown2828@yahoo.com			
Telephone number:				727-470-4123			
Date of facility visit:				November 3-4, 2014			
Facility Information							
Facility mailing address: (if different from above)				Same			
Telephone number:							
Roanoke County Salem Jail is:		<input type="checkbox"/> Military		<input checked="" type="checkbox"/> County		<input type="checkbox"/> Federal	
		<input type="checkbox"/> Private for profit		<input type="checkbox"/> Municipal		<input type="checkbox"/> State	
		<input type="checkbox"/> Private not for profit					
Facility Type:		<input checked="" type="checkbox"/> Jail		<input type="checkbox"/> Prison			
Name of PREA Compliance Manager: N/A						Title:	
Email address:						Telephone number:	
Agency Information							
Name of agency:		The Roanoke County Sheriff's Office					
Governing authority or parent agency: (if applicable)							
Physical address:		401 East Main Street, Salem, VA 24153					
Mailing address: (if different from above)							
Telephone number:							
Agency Chief Executive Officer							
Name:		Charles I Poff, Jr.		Title:		Sheriff	
Email address:		cipoff@roanokecountyva.gov		Telephone number:		540-283-3102	
Agency-Wide PREA Coordinator							
Name:		Captain Carl Booth		Title:		Corrections Captain	
Email address:		Cbooth@roanokecountyva.gov		Telephone number:		540-283-3121	

AUDIT FINDINGS

NARRATIVE:

The audit of the Roanoke County Salem Jail was conducted on November 3-5, 2014 by Katherine Brown, Certified PREA auditor. The areas toured were a total of twenty three housing units. There are twelve general population units and eleven administrative detention/segregation unit, plus the kitchen, laundry, programs area, and work areas.

An entrance meeting was held with facility staff. The following people were in attendance: Charles Poff, Sheriff; Major John Bowman; Captain Carl Booth and Sgt. Denise Ory .

Following the entrance meeting I toured the Roanoke County Salem Jail from 0800 – 0900 a.m. On the tour with me was, Captain Carl Booth.

I asked for an alpha listing of all inmates housed at Roanoke County Salem Jail and randomly selected one inmate from each housing unit as well as any inmates who were limited English speaking or had hearing/vision impairment to be interviewed. There were no limited English speaking or hearing/vision impairment inmates. I also interviewed four LGBTI inmates. I asked for a shift roster and randomly selected staff to interview from all three shifts.

On the first day of the audit I conducted the tour of the facility and reviewed additional documentation I had requested from the pre audit review I had conducted. I also interviewed all specialized staff and the random staff interviews from the evening shift. I also drove to the mental health office and interviewed the mental health counselor. On day two of the audit I completed the random staff and inmate interviews and reviewed the personnel files confirming the background checks and five year review, I also reviewed the training records as well as all investigation were reviewed.

There were five sexual assault/harassment allegation cases, from 2012 through 2014 all five had been unfounded. All were administrative investigations and none rose to the level of criminal.

DESCRIPTION OF FACILITY CHARACTERISTICS:

The Roanoke County Salem Jail is physically located at 401 East Main St. Salem, VA 24153 in downtown Salem adjacent to the courthouse. The population of Roanoke, the ninth largest city in Virginia, is 96,714. The population of the greater Roanoke metropolitan area is 303,418.

The jail is a six story brick structure and provides 63,000 square feet. The jail was completed in 1979 and opened in 1980. This facility replaced an overcrowded and antiquated Roanoke County Jail which was built in 1920 and was commonly referred to as the "Temple of Justice."

The jail facility has a rated capacity of 108; housing both male and female offenders. Roanoke County Salem Jail does not house juvenile offenders. The first level of Roanoke County Salem Jail includes the sally port, intake/booking area, classification- holding cells, medical and handicapped cells, visitation booths, medical section, central control and jail administrative space. The second floor contains the classification section, and inmate programs. Programs include the library, a multi-purpose classroom, gymnasium, laundry, food services and maintenance.

The general population housing pods are located on the third, fourth, and fifth floors. Roanoke County Salem Jail practices in-direct supervision of offenders. The sixth floor provides two cells for segregation and outdoor recreation.

The first floor has seven cells for various purposes that include classification holding, a special purpose cell, a cell for the disabled and one for medical holding. These cells have a total capacity of eleven. The third floor has a total of eight housing units and three segregation cell. There is one (1) unit that house female offenders and seven (7) units that house male offenders, with a total capacity of 117 inmates. The fourth floor has two male housing units and one segregation cell. The two housing units hold 12 and 20 inmates each, with a mezzanine level. The fifth floor has two male housing units and one segregation cell. The two housing units hold 12 and 20 inmates each. The sixth floor has two one-person segregation cells.

SUMMARY OF AUDIT FINDINGS:

Number of standards exceeded: 5

Number of standards met: 35

Number of standards not met:

Number of standards not applicable: 3

Standard number here	§115.11 - Zero tolerance of sexual abuse and sexual harassment; PREA coordinator
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- ☐ Exceeds Standard (substantially exceeds requirement of standard)
- X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- ☐ Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Reviewed SOP 5.14 III. A & B and Organizational Chart. Based on interview with PREA Coordinator.

Roanoke County Salem Jail has a written policy mandating zero tolerance toward all forms of sexual abuse and sexual harassment and outlines Roanoke County Salem Jail's approach to prevent, detect, and respond to such conduct.

Roanoke County Salem Jail employs an upper-level, agency-wide PREA coordinator with sufficient time and authority to develop, implement, and oversee agency efforts to comply with the PREA standards.

Standard number here	115.12 Contracting with other agencies for confinement of inmates
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- ☐ Exceeds Standard (substantially exceeds requirement of standard)
- ☐ Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- ☐ Does Not Meet Standard (requires corrective action)
- X Not applicable

Auditor comments, including corrective actions needed if does not meet standard

Roanoke County Salem Jail does not contract with any other facility for the confinement of its inmates.

Standard number here	115.13 Supervision and monitoring
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- X Exceeds Standard (substantially exceeds requirement of standard)
- ☐ Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- ☐ Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Reviewed SOP 1.20; SOP 5.14 III. B.2; SOP 4.02 III. A.1; daily log report; daily shift memo to Captain regarding staffing plan. Based on interview with Major: PREA Coordinator

Roanoke County Salem Jail has developed, documented, and made its best efforts to comply on a regular basis with a staffing plan that provides for adequate levels of staffing and uses video monitoring, to protect inmates against sexual abuse.

In circumstances where the staffing plan was not complied with, Roanoke County Salem Jail documented and justified all deviations from the plan. The shift Lieutenants have to submit a memo to the Captain confirming their compliance with the staffing plan, this is done on each shift daily.

Roanoke County Salem Jail completes an annual review, in consultation with the PREA coordinator required by § 115.11, to assess, determine, and document whether adjustments are needed.

Based on a very thorough policy and the practice of requiring each shift to submit a memorandum confirming compliance to the staffing plan, I find they exceed this standard.

Standard

number here 115.14 Youthful inmates

- ☐ Exceeds Standard (substantially exceeds requirement of standard)
- ☐ Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- ☐ Does Not Meet Standard (requires corrective action)
- X Not applicable

Auditor comments, including corrective actions needed if does not meet standard

Juveniles are not housed at this facility.

Standard

number here 115.15 Limits to cross gender viewing and searches

- ☐ Exceeds Standard (substantially exceeds requirement of standard)
- X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- ☐ Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Based on SOP 2.02 III. C. 4; SOP 4.05 III. A 1 & B.; SOP 5.14 III. D & O; and review of Training Logs and training video.

Roanoke County Salem Jail does not conduct cross-gender strip searches or cross-gender visual body cavity searches (meaning a search of the anal or genital opening) except in exigent circumstances or when performed by medical practitioners. In the event a cross

gender search is done Roanoke County Salem Jail documents all cross-gender strip searches and cross-gender visual body cavity searches. There have been no documented cross gender searches from August 2013 – August 2014.

Roanoke County Salem Jail has policies and procedures that enable inmates to shower, perform bodily functions, and change clothing without nonmedical staff of the opposite gender viewing their breasts, buttocks, or genitalia, except in exigent circumstances or when such viewing is incidental to routine cell checks. Such policies and procedures require staff of the opposite gender to announce their presence when entering an inmate housing unit.

Roanoke County Salem Jail does not search or physically examine a transgender or intersex inmate for the sole purpose of determining the inmate's genital status. If the inmate's genital status is unknown, it is determined during conversations with the inmate, by reviewing medical records, or, if necessary, by learning that information as part of a broader medical examination conducted in private by a medical practitioner.

Roanoke County Salem Jail trains security staff in how to conduct cross-gender pat-down searches, and searches of transgender and intersex inmates, in a professional and respectful manner, and in the least intrusive manner possible, consistent with security needs. A review of the training video confirmed this practice.

Standard**number here**

115.16 Inmates with disabilities and limited English speaking

☐ Exceeds Standard (substantially exceeds requirement of standard)

☒ Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

☐ Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Reviewed SOP 5.14 III F; 5.14 III. V 13; Reviewed Spanish education; slides for hearing impaired and slides for Spanish -Based on random inmate and staff interviews.

Roanoke County Salem Jail takes appropriate steps to ensure inmates with disabilities (including, for example, inmates who are deaf or hard of hearing, those who are blind or have low vision, or those who have intellectual, psychiatric, or speech disabilities), have an equal opportunity to participate in or benefit from all aspects of Roanoke County Salem Jail's efforts to prevent, detect, and respond to sexual abuse and sexual harassment, including steps to provide interpreters who can interpret effectively, accurately, and impartially, both receptively and expressively, using any necessary specialized vocabulary. There were no limited English speaking inmates at the facility during the audit for me to interview.

Roanoke County Salem Jail does not rely on inmate interpreters, inmate readers, or other types of inmate assistants except in limited circumstances where an extended delay in obtaining an effective interpreter could compromise the inmate's safety.

Standard**number here**

115.17 Hiring and promotion decisions

☐ Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

☐ Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Reviewed SOP 5.14 III. W 1&2; 5.14 III. V and review of Applicant Checklist. Based on interview and review of files.

Roanoke County Salem Jail does not hire or promote anyone who may have contact with inmates, and does not enlist the services of any contractor who may have contact with inmates, who has engaged in sexual abuse in any criminal justice facility, has been convicted of engaging or attempting to engage in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse; or has been civilly or administratively adjudicated to have engaged in the activity described above.

Roanoke County Salem Jail considers any incidents of sexual harassment in determining whether to hire or promote anyone, or to enlist the services of any contractor, who may have contact with inmates.

Roanoke County Salem Jail performs a criminal background records check before enlisting the services of any contractor who may have contact with inmates performs a records check at least every five years of current employees and contractors who may have contact with inmates. SOP 5.14 requires background checks every four years.

Roanoke County Salem Jail provides information on substantiated allegations of sexual abuse or sexual harassment involving a former employee upon receiving a request from an institutional employer for whom such employee has applied to work. The Sheriff would be the one who would disclose this information.

Standard

number here 115.18 Upgrades to facilities and technology

☐ Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

☐ Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Reviewed SOP 5.14 III. X. Based on interview of Major.

When installing or updating a video monitoring system, electronic surveillance system, or other monitoring technology, Roanoke County Salem Jail considers how such technology

may enhance Roanoke County Salem Jail's ability to protect inmates from sexual abuse. There have been no substantial expansion or modifications to existing facilities.

Standard

number here 115.21 Evidence protocol and forensic medical exams

☐ Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

☐ Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Reviewed SOP 2.36; SOP 5.14 III. M. 6. B. Based on interview PREA Coordinator.

To the extent Roanoke County Salem Jail is responsible for investigating allegations of sexual abuse; Roanoke County Salem Jail follows a uniform evidence protocol that maximizes the potential for obtaining usable physical evidence for administrative proceedings and criminal prosecutions. Roanoke County Police Department conducts criminal investigations.

Roanoke County Salem Jail offers all victims of sexual abuse access to forensic medical examinations, at Roanoke Memorial Hospital or Lewis Gale Hospital, without financial cost, where evidentiary or medically appropriate. Such examinations are performed by Sexual Assault Forensic Examiners (SAFEs) or Sexual Assault Nurse Examiners (SANEs) where possible.

Roanoke County Salem Jail makes available to the victim a victim advocate from a rape crisis center. If a rape crisis center is not available to provide victim advocate services, Roanoke County Salem Jail provides these services using the jail Psychiatrist. Roanoke County Salem Jail documents efforts to secure services from a rape crisis centers. Memo showing the attempts made to obtain the services from Sexual Assault Response Alliance. MOU has been drafted but not signed as of this audit.

As requested by the victim, a qualified agency staff member, accompanies and supports the victim through the forensic medical examination process and investigatory interviews and are provide emotional support, crisis intervention, information, and referrals. Until such time as the MOU with SARA gets finalized Roanoke County Salem Jail Psychiatrist performs these services. The hospital provides victim advocate services during the SAFE/SANE exam and jail psychiatrist through "The Center for Emotional Wellness" provides follow up services upon the inmates return to the facility.

To the extent Roanoke County Salem Jail itself is not responsible for investigating allegations of sexual abuse, Roanoke County Salem Jail requests that the Roanoke County Police Department follow the requirements listed above.

Standard

number here 115.22 Policies to ensure referrals of allegations for investigations

☐ Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

☐ Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

SOP 2.36; 5.14 III. M. Reviewed MOU with Roanoke County Police Department October 2012. Based on interview with Major and investigative staff

Roanoke County Salem Jail ensures that an administrative or criminal investigation is completed for all allegations of sexual abuse and sexual harassment.

Roanoke County Salem Jail has a policy that ensures allegations of sexual abuse or sexual harassment are referred for investigation to a Roanoke County Police Department with the legal authority to conduct criminal investigations, unless the allegation does not involve potentially criminal behavior. Roanoke County Salem Jail publishes such policy on its website www.roanokecountyva.gov Roanoke County Salem Jail documents all such referrals.

The Roanoke County Police Department is responsible for conducting criminal investigations, such publication describes the responsibilities of both Roanoke County Salem Jail and the investigating entity.

Standard

number here 115.31 Employee training

☐ Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

☐ Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Reviewed SOP 5.14 III. U. and power point 2013 & 2014 training. Based on interview with random staff.

Roanoke County Salem Jail trains all employees who have contact with inmates on:

- (1) Its zero-tolerance policy for sexual abuse and sexual harassment;
- (2) How to fulfill their responsibilities under agency sexual abuse and sexual harassment prevention, detection, reporting, and response policies and procedures;
- (3) Inmates' right to be free from sexual abuse and sexual harassment;
- (4) The right of inmates and employees to be free from retaliation for reporting sexual abuse and sexual harassment;
- (5) The dynamics of sexual abuse and sexual harassment in confinement;
- (6) The common reactions of sexual abuse and sexual harassment victims;
- (7) How to detect and respond to signs of threatened and actual sexual abuse;
- (8) How to avoid inappropriate relationships with inmates;
- (9) How to communicate effectively and professionally with inmates, including lesbian, gay, bisexual, transgender, intersex, or gender nonconforming inmates; and
- (10) to comply with relevant laws related to mandatory reporting of sexual abuse to outside authorities.

The training is tailored to the gender of the inmates at Roanoke County Salem Jail. Roanoke County Salem Jail documents, through employee electronic verification, those employees understand the training they have received.

Standard

number here 115.32 Volunteer and contractors training

☐ Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

☐ Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Based on SOP 5.14 III. U. Reviewed Civilian/Contractor Employee sign off sheet. Based on interview with volunteer and contractors.

Roanoke County Salem Jail ensures all volunteers and contractors who have contact with inmates have been trained on their responsibilities under Roanoke County Salem Jail's sexual abuse and sexual harassment prevention, detection, and response policies and procedures.

The level and type of training provided to volunteers and contractors is based on the services they provide and level of contact they have with inmates, but all volunteers and contractors who have contact with inmates are notified of Roanoke County Salem Jail's zero-tolerance policy regarding sexual abuse and sexual harassment and informed how to report such incidents.

Roanoke County Salem Jail has documentation confirming that volunteers and contractors understand the training they have received.

Standard

number here 115.33 Inmate education

X Exceeds Standard (substantially exceeds requirement of standard)

☐ Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

☐ Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Reviewed SOP 5.14 III. E. 1 & F. 1 & 3. Reviewed Spanish education; hearing impaired slides and PREA video. Based on interview with random inmates and intake and medical staff.

During the intake process, inmates receive information explaining Roanoke County Salem Jail's zero-tolerance policy regarding sexual abuse and sexual harassment and how to report incidents or suspicions of sexual abuse or sexual harassment.

Within 30 days of intake, Roanoke County Salem Jail provides a comprehensive education to inmates either through video regarding their rights to be free from sexual abuse and sexual harassment and to be free from retaliation for reporting such incidents, and regarding agency policies and procedures for responding to such incidents. All inmates receive a comprehensive education within 24 hours, regardless of how long they stay. All inmates see the PowerPoint and video when receiving the History and Physical in medical within 24 hours of committal.

Roanoke County Salem Jail provides inmate education in formats accessible to all inmates, including those who are limited English proficient, deaf, visually impaired, or otherwise disabled, as well as to inmates who have limited reading skills. There is documentation of inmate participation in these education sessions. Reviewed PowerPoint and video.

I find Roanoke County Salem Jail exceeds in this standard based on Comprehensive training within 24 hours.

Standard

number here 115.34 Specialized training: Investigators

- ☐ Exceeds Standard (substantially exceeds requirement of standard)
- ☒ Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- ☐ Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Based on SOP 5.14 III. U. 3. Reviewed Central Virginia Criminal Justice Academy PREA and Sexual Assault Investigations inside Correctional Facilities lesson plan. Certificates of investigators Roanoke County Police certificates. Based on interview with investigative staff.

In addition to the general training provided to all employees Roanoke County Salem Jail ensures that the in house investigators have received training in conducting investigations in confinement settings.

Specialized training includes techniques for interviewing sexual abuse victims, proper use of Miranda and Garrity warnings, sexual abuse evidence collection in confinement settings, and the criteria and evidence required to substantiate a case for administrative action or prosecution referral. Roanoke County Salem Jail maintains documentation that agency investigators have completed the required specialized training in conducting sexual abuse investigations.

Standard

number here 115.35 Specialized training: Medical and mental health care

- ☐ Exceeds Standard (substantially exceeds requirement of standard)
- ☒ Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

☐ Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Reviewed SOP 5.14 III. U. 1.k and certificates. Based on interview with medical and mental health staff.

Roanoke County Salem Jail ensures that all full and part-time medical and mental health care practitioners who work regularly in its facilities have been trained in how to: detect and assess signs of sexual abuse and sexual harassment; preserve physical evidence of sexual abuse; respond effectively and professionally to victims of sexual abuse and sexual harassment; and how and to whom to report allegations or suspicions of sexual abuse and sexual harassment.

Roanoke County Salem Jail maintains documentation that medical and mental health practitioners have received the training.

Medical and mental health care practitioners also receive the training mandated for employees, contractors and volunteers.

Standard

number here 115.41 Screening for risk of victimization and abusiveness

☐ Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

☐ Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Reviewed SOP 5.14 III. E 1-5. & F 1-5; PREA Intake Screening Questionnaire; PREA Screening form Sexual Predator/Vulnerability PREA screening. Based on interview with random inmates and intake and medical staff responsible for screening. Only limited staff has access to the risk screening form only Medical and Classification.

All inmates are assessed during an intake screening and upon transfer to another facility for risk of being sexually abused by other inmates or sexually abusive toward other inmates.

Intake screenings take place within 72 hours of arrival at Roanoke County Salem Jail.

Roanoke County Salem Jail uses an objective screening instrument.

The intake screening considers, at a minimum, the following criteria to assess inmates for risk of sexual victimization:

- (1) Whether the inmate has a mental, physical, or developmental disability;
- (2) The age of the inmate;
- (3) The physical build of the inmate;
- (4) Whether the inmate has previously been incarcerated;
- (5) Whether the inmate's criminal history is exclusively nonviolent;
- (6) Whether the inmate has prior convictions for sex offenses against an adult or child;

- (7) Whether the inmate is or is perceived to be gay, lesbian, bisexual, transgender, intersex, or gender nonconforming;
- (8) Whether the inmate has previously experienced sexual victimization;
- (9) The inmate's own perception of vulnerability; and
- (10) Whether the inmate is detained solely for civil immigration purposes.

The initial screening considers prior acts of sexual abuse, prior convictions for violent offenses, and history of prior institutional violence or sexual abuse, as known to Roanoke County Salem Jail, in assessing inmates for risk of being sexually abusive.

Within 30 days from the inmate's arrival at Roanoke County Salem Jail, Roanoke County Salem Jail reassesses the inmate's risk of victimization or abusiveness based upon any additional, relevant information received by Roanoke County Salem Jail since the intake screening.

An inmate's risk level is reassessed when warranted due to a referral, request, incident of sexual abuse, or receipt of additional information that bears on the inmate's risk of sexual victimization or abusiveness.

Inmates are not disciplined for refusing to answer, or for not disclosing complete information in response to, questions asked.

Roanoke County Salem Jail implements appropriate controls on the dissemination within Roanoke County Salem Jail of responses to questions asked pursuant to this standard in order to ensure that sensitive information is not exploited to the inmate's detriment by staff or other inmates.

Standard

number here 115.42 Use of screening information

☐ Exceeds Standard (substantially exceeds requirement of standard)

☒ Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

☐ Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Reviewed SOP 5.02 III. G; 5.14 III. H 1-4. Based on interview with PREA coordinator and staff responsible for risk screening (medical and classification).

Roanoke County Salem Jail uses information from the risk screening to decide housing, bed, work, education, and program assignments with the goal of keeping separate those inmates at high risk of being sexually victimized from those at high risk of being sexually abusive.

Roanoke County Salem Jail makes individualized determinations about how to ensure the safety of each inmate.

In deciding whether to assign a transgender or intersex inmate to a facility for male or female inmates, and in making other housing and programming assignments, Roanoke County Salem Jail considers on a case-by-case basis whether a placement would ensure the inmate's health

and safety, and whether the placement would present management or security problems. Roanoke has not housed a transgender inmate. There have not been any transgender or intersex inmates confined within the past year.

Placement and programming assignments for each transgender or intersex inmate is reassessed at least twice each year to review any threats to safety experienced by the inmate.

A transgender or intersex inmate's own views with respect to his or her own safety are given serious consideration.

Transgender and intersex inmates are be given the opportunity to shower separately from other inmates.

Roanoke County Salem Jail does not place lesbian, gay, bisexual, transgender, or intersex inmates in dedicated facilities, units, or wings solely on the basis of such identification or status, unless such placement is in a dedicated facility, unit, or wing established in connection with a consent decree, legal settlement, or legal judgment for the purpose of protecting such inmates.

Standard

number here 115.43 Protective custody

☐ Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

☐ Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Reviewed SOP 5.14 III. H. 4. Based on interview with Major.

Inmates at high risk for sexual victimization are not placed in involuntary segregated housing unless an assessment of all available alternatives has been made, and a determination has been made that there is no available alternative means of separation from likely abusers.

Inmates placed in segregated housing for this purpose have access to programs, privileges, education, and work opportunities to the extent possible. If Roanoke County Salem Jail restricts access to programs, privileges, education, or work opportunities, Roanoke County Salem Jail documents the opportunities that have been limited, the duration of the limitation; and the reasons for such limitations.

Roanoke County Salem Jail assigns such inmates to involuntary segregated housing only until an alternative means of separation from likely abusers can be arranged, and such an assignment do not ordinarily exceed a period of 30 days. If involuntary segregated housing assignment is made Roanoke County Salem Jail clearly documents the basis for Roanoke County Salem Jail's concern for the inmate's safety; and the reason why no alternative means of separation can be arranged. Every 30 days a review is performed to determine whether there is a continuing need for separation from the general population. No inmate has been placed in involuntary segregation.

Standard**number here** 115.51 Inmate reporting☐ Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

☐ Does Not Meet Standard (requires corrective action)**Auditor comments, including corrective actions needed if does not meet standard**

Reviewed SOP 5.14 III. Based on interviews with random staff and inmates

Roanoke County Salem Jail provides multiple internal ways for inmates to privately report sexual abuse and sexual harassment, retaliation by other inmates or staff for reporting sexual abuse and sexual harassment, and staff neglect or violation of responsibilities that may have contributed to such incidents.

Roanoke County Salem Jail provides at least one way for inmates to report abuse or harassment to a public or private entity or office that is not part of Roanoke County Salem Jail, and that is able to receive and immediately forward inmate reports of sexual abuse and sexual harassment to agency officials, allowing the inmate to remain anonymous upon request. Inmates can contact Virginia Department of Corrections or the Crime Line.

Staff accepts reports made verbally, in writing, anonymously, and from third parties and promptly document any verbal reports.

Roanoke County Salem Jail provides a method for staff to privately report sexual abuse and sexual harassment of inmates.

Standard**number here** 115.52 exhaustion of administrative remedies☐ Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

☐ Does Not Meet Standard (requires corrective action)**Auditor comments, including corrective actions needed if does not meet standard**

Reviewed SOP 5.14 III. P. 1 -3; & Q; Inmate Handbook; blank grievance for Sexual Misconduct.

Roanoke County Salem Jail has not received any grievances.

Roanoke County Salem Jail does not impose a time limit on when an inmate may submit a grievance regarding an allegation of sexual abuse.

Roanoke County Salem Jail does not require an inmate to use any informal grievance process, or to otherwise attempt to resolve with staff, an alleged incident of sexual abuse.

Roanoke County Salem Jail ensures that an inmate who alleges sexual abuse may submit a grievance without submitting it to a staff member who is the subject of the complaint, and such grievance is not referred to a staff member who is the subject of the complaint.

Roanoke County Salem Jail issues a final agency decision on the merits of any portion of a grievance alleging sexual abuse within 90 days of the initial filing of the grievance.

Third parties, including fellow inmates, staff members, family members, attorneys, and outside advocates, are permitted to assist inmates in filing requests for administrative remedies relating to allegations of sexual abuse, and are also be permitted to file such requests on behalf of inmates.

Roanoke County Salem Jail has established procedures for the filing of an emergency grievance when the inmate is subject to a substantial risk of imminent sexual abuse.

After receiving an emergency grievance alleging a substantial risk of imminent sexual abuse, Roanoke County Salem Jail immediately forwards the grievance (or any portion thereof that alleges the substantial risk of imminent sexual abuse) to a level of review at which immediate corrective action is taken, and provides an initial response within 48 hours, and issues a final agency decision within 5 calendar days. The initial response and final agency decision documents Roanoke County Salem Jail's determination whether the inmate is in substantial risk of imminent sexual abuse and the action taken in response to the emergency grievance.

Roanoke County Salem Jail may discipline an inmate for filing a grievance related to alleged sexual abuse only where Roanoke County Salem Jail demonstrates that the inmate filed the grievance in bad faith.

Standard

number here 115.53 Inmate access to outside confidential support services

☐ Exceeds Standard (substantially exceeds requirement of standard)

☒ Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

☐ Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Based on SOP 5.14 III. 7 e., and interviews with random inmates.

Roanoke County Salem Jail has made several attempts to provide inmates with access to outside victim advocates for emotional support services related to sexual abuse. Currently there is no victim advocate service in place, attempts have been made and an MOU with Sexual Assault Response Alliance (SARA), has been developed but not agreed upon or signed. The facility's mental health provider "The Center for Emotional Wellness" has agreed to provide these services until the MOU can be reached.

Roanoke County Salem Jail informs inmates, prior to giving them access, of the extent to which such communications will be monitored and the extent to which reports of abuse will be forwarded to authorities in accordance with mandatory reporting laws.

Standard

number here 115.54 Third party reporting

☐ Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

☐ Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Reviewed SOP 5.14 III. K.

Roanoke County Salem Jail has a method to receive third-party reports of sexual abuse/harassment and distributes publicly, information on how to report sexual abuse and sexual harassment on behalf of an inmate. Request form is available on the website.

Standard

number here 115.61 Staff and agency reporting duties

☐ Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

☐ Does Not Meet Standard (requires corrective action)

Reviewed SOP 5.14 III. J. 2 & 3. Reviewed Sexual Assault Response Containment Checklist. Based on interviews with random staff; Major and medical/mental health staff

Roanoke County Salem Jail requires all staff to report immediately and according to agency policy any knowledge, suspicion, or information regarding an incident of sexual abuse or sexual harassment that occurred in a facility, whether or not it is part of Roanoke County Salem Jail; retaliation against inmates or staff who reported such an incident; and any staff neglect or violation of responsibilities that may have contributed to an incident or retaliation.

Apart from reporting to designated supervisors or officials, staff do not reveal any information related to a sexual abuse report to anyone other than to the extent necessary, as specified in agency policy, to make treatment, investigation, and other security and management decisions.

If the alleged victim is under the age of 18, Roanoke Salem Jail reports the allegation to the designated State agency under applicable mandatory reporting laws. Virginia does not have a vulnerable adult statute.

Roanoke County Salem Jail reports all allegations of sexual abuse and sexual harassment, including third-party and anonymous reports, to Roanoke County Salem Jail's designated investigators.

Standard

number here 115.62 Agency protection duties

- ☐ Exceeds Standard (substantially exceeds requirement of standard)
- X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- ☐ Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Reviewed SOP 5.14 III. M. 2. Based on interviews with random staff, and Major

Immediate action is taken to protect inmates when Roanoke County Salem Jail learns that an inmate is subject to a substantial risk of imminent sexual abuse.

Standard

number here 115.63 Reporting to other confinement facilities

- ☐ Exceeds Standard (substantially exceeds requirement of standard)
- X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- ☐ Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Reviewed SOP 5.14 III. J. 9 & 10. Based on interview with Major.

Roanoke County Salem Jail has not received any reports of sexual abuse from another facility.

Upon receiving an allegation that an inmate was sexually abused while confined at another facility, the head of the facility that received the allegation notifies the head of the facility or appropriate office of the facility where the alleged abuse occurred. Such notification is provided as soon as possible, but no later than 72 hours after receiving the allegation, and all actions are thoroughly documented.

Standard

number here 115.64 Staff first responder duties

- ☐ Exceeds Standard (substantially exceeds requirement of standard)
- X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

☐ Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Reviewed SOP 5.14 III. J.4 & L. Based on interview with security staff who are first responders, random staff.

Upon learning of an allegation that an inmate was sexually abused, the first security staff member to respond separates the alleged victim and abuser; preserves and protects any crime scene until appropriate steps can be taken to collect any evidence; and if the abuse occurred within a time period that still allows for the collection of physical evidence, request that the alleged victim not take any actions that could destroy physical evidence, including, as appropriate, washing, brushing teeth, changing clothes, urinating, defecating, smoking, drinking, or eating; and if the abuse occurred within a time period that still allows for the collection of physical evidence, ensure that the alleged abuser does not take any actions that could destroy physical evidence, including, as appropriate, washing, brushing teeth, changing clothes, urinating, defecating, smoking, drinking, or eating.

If the first staff responder is not a security staff member, the responder request that the alleged victim not take any actions that could destroy physical evidence, and then notify security staff.

Standard

number here 115.65 Coordinated response

☒ Exceeds Standard (substantially exceeds requirement of standard)

☐ Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

☐ Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Based on interview with Major and review of Sexual Assault Response Containment Checklist.

Roanoke County Salem Jail has a written institutional plan to coordinate actions taken in response to an incident of sexual abuse, among staff first responders, medical and mental health practitioners, investigators, and facility leadership.

Based on the complexity of the Sexual Assault Response Containment checklist I find the Roanoke County Salem Jail exceeds in this standard.

Standard

number here 115.66 Preservation of ability to protect inmates from contact with abusers

☐ Exceeds Standard (substantially exceeds requirement of standard)

☐ Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

☐ Does Not Meet Standard (requires corrective action)

X Not applicable

Auditor comments, including corrective actions needed if does not meet standard

Roanoke County Salem Jail does not participate in collective bargaining.

Standard

number here 115.67 Agency protection against retaliation

☐ Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

☐ Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Reviewed SOP 5.14 III. B & R. 3-5. Reviewed Retaliation form. Based on interview with Major, designated staff member with monitoring retaliation

Roanoke County Salem Jail has not received any reports of retaliation.

Roanoke County Salem Jail has a policy to protect all inmates and staff who report sexual abuse or sexual harassment or cooperate with sexual abuse or sexual harassment investigations from retaliation by other inmates or staff, and designate which staff members or departments are charged with monitoring retaliation.

Roanoke County Salem Jail has multiple protection measures, such as housing changes or transfers for inmate victims or abusers, removal of alleged staff or inmate abusers from contact with victims, and emotional support services for inmates or staff that fear retaliation for reporting sexual abuse or sexual harassment or for cooperating with investigations.

For at least 90 days following a report of sexual abuse, Roanoke County Salem Jail monitors the conduct and treatment of inmates or staff who reported the sexual abuse and of inmates who were reported to have suffered sexual abuse to see if there are changes that may suggest possible retaliation by inmates or staff, and are act promptly to remedy any such retaliation. There are periodic status checks performed. Items Roanoke County Salem Jail monitor include any inmate disciplinary reports, housing, or program changes, or negative performance reviews or reassignments of staff. Roanoke County Salem Jail continues such monitoring beyond 90 days if the initial monitoring indicates a continuing need.

If any other individual who cooperates with an investigation expresses a fear of retaliation, Roanoke County Salem Jail takes appropriate measures to protect that individual against retaliation.

Standard

number here 115.68 Post allegation protective custody

- ☐ Exceeds Standard (substantially exceeds requirement of standard)
- ☒ Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- ☐ Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Reviewed SOP 5.14 III. H. 4. Based on interview with Major

No inmates have been placed in segregation.

Any use of segregated housing to protect an inmate who is alleged to have suffered sexual abuse receive all the same rights and privileges as general population inmates.

Standard

number here 115.71 Criminal and administrative agency investigation

- ☒ Exceeds Standard (substantially exceeds requirement of standard)
- ☐ Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- ☐ Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Reviewed SOP 5.14 III. M. 3; 6-7 & 9-10 and SOP 2.36 .Based on interview with investigative staff.

When Roanoke County Salem Jail conducts its own investigations into allegations of sexual abuse and sexual harassment, it does so promptly, thoroughly, and objectively for all allegations, including third-party and anonymous reports.

Where sexual abuse is alleged, Roanoke County Salem Jail uses investigators who have received special training in sexual abuse investigations.

Investigators gather and preserve direct and circumstantial evidence, including any available physical and DNA evidence and any available electronic monitoring data; interview alleged victims, suspected perpetrators, and witnesses; and reviews prior complaints and reports of sexual abuse involving the suspected perpetrator.

When the quality of evidence appears to support criminal prosecution, Roanoke County Police Department conducts compelled interviews only after consulting with Commonwealth Attorney as to whether compelled interviews may be an obstacle for subsequent criminal prosecution.

The credibility of an alleged victim, suspect, or witness is assessed on an individual basis and is not determined by the person's status as inmate or staff. No agency requires an inmate who alleges sexual abuse to submit to a polygraph examination or other truth-telling device as a condition for proceeding with the investigation of such an allegation.

Administrative investigations include efforts to determine whether staff actions or failures to

act contributed to the abuse; and are documented in written reports that includes a description of the physical and testimonial evidence, the reasoning behind credibility assessments, and investigative facts and findings.

Criminal investigations are documented in a written report that contains a thorough description of physical, testimonial, and documentary evidence and attaches copies of all documentary evidence where feasible.

Substantiated allegations of conduct that appears to be criminal are referred for prosecution.

Roanoke County Salem Jail retains all written reports for as long as the alleged abuser is incarcerated or employed by Roanoke County Salem Jail, plus five years.

The departure of the alleged abuser or victim from the employment or control of Roanoke County Salem Jail or agency does not provide a basis for terminating an investigation.

Based on interview with the investigator from the Roanoke County Police Department I find they exceed in this standard.

Standard

number here 115.72 Evidentiary standard for administrative investigation

- ☐ Exceeds Standard (substantially exceeds requirement of standard)
- ☒ Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- ☐ Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Reviewed SOP 5.14 III. M. 7 a. Based on interview with investigative staff

Roanoke County Salem Jail imposes no standard higher than a preponderance of the evidence in determining whether allegations of sexual abuse or sexual harassment are substantiated.

Standard

number here 115.73 Reporting to inmates

- ☐ Exceeds Standard (substantially exceeds requirement of standard)
- ☒ Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- ☐ Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Reviewed SOP III. M. 8 a – c.; Sexual Assault Response Containment Checklist. Based on interview with Major and investigative staff.

Following an inmate's allegation that they suffered sexual abuse in Roanoke County Salem Jail, Roanoke County Salem Jail informs the inmate as to whether the allegation has been determined to be substantiated, unsubstantiated, or unfounded.

If Roanoke County Salem Jail did not conduct the investigation, it requests the relevant information from the investigative agency in order to inform the inmate.

Following an inmate's allegation that a staff member has committed sexual abuse against the inmate, Roanoke County Salem Jail subsequently informs the inmate (unless Roanoke County Salem Jail has determined that the allegation is unfounded) whenever the staff member is no longer posted within the inmate's unit; the staff member is no longer employed at Roanoke County Salem Jail; Roanoke County Salem Jail learns that the staff member has been indicted on a charge related to sexual abuse within Roanoke County Salem Jail; or Roanoke County Salem Jail learns that the staff member has been convicted on a charge related to sexual abuse within Roanoke County Salem Jail.

Following an inmate's allegation that they had been sexually abused by another inmate, Roanoke County Salem Jail subsequently informs the alleged victim whenever Roanoke County Salem Jail learns that the alleged abuser has been indicted on a charge related to sexual abuse within Roanoke County Salem Jail; or Roanoke County Salem Jail learns that the alleged abuser has been convicted on a charge related to sexual abuse within Roanoke County Salem Jail.

All such notifications or attempted notifications are documented.

An agency's obligation to report under this standard terminates if the inmate is released from Roanoke County Salem Jail's custody.

Standard

number here 115.76 Disciplinary sanctions for staff
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☐ Exceeds Standard (substantially exceeds requirement of standard)

☒ Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

☐ Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Reviewed SOP 5.14 III. S. 1 & 2.

Staff are subject to disciplinary sanctions up to and including termination for violating agency sexual abuse or sexual harassment policies. Termination is the presumptive disciplinary sanction for staff who have engaged in sexual abuse.

Disciplinary sanctions for violations of agency policies relating to sexual abuse or sexual harassment (other than actually engaging in sexual abuse) are commensurate with the nature and circumstances of the acts committed, the staff member's disciplinary history, and the sanctions imposed for comparable offenses by other staff with similar histories.

All terminations for violations of agency sexual abuse or sexual harassment policies, or resignations by staff who would have been terminated if not for their resignation, are reported to law enforcement agencies, unless the activity was clearly not criminal, and to any relevant licensing bodies.

Standard

number here 115.77 Corrective action for contractors and volunteers

☐ Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

☐ Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Reviewed SOP 5.14 III. S.3 Based on interview with Major

Any contractor or volunteer who engages in sexual abuse is prohibited from contact with inmates and are reported to law enforcement agencies, unless the activity was clearly not criminal, and to relevant licensing bodies.

Roanoke County Salem Jail takes appropriate remedial measures, and considers whether to prohibit further contact with inmates, in the case of any other violation of agency sexual abuse or sexual harassment policies by a contractor or volunteer.

Standard

number here 115.78 Disciplinary sanctions for inmates

☐ Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

☐ Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Reviewed SOP 5.14 III. S. 4- 5; SOP 4.28 and Inmate Handbook. Based on interview with medical/mental health staff.

Inmates are subject to disciplinary sanctions pursuant to a formal disciplinary process following an administrative finding that the inmate engaged in inmate-on-inmate sexual abuse or following a criminal finding of guilt for inmate-on-inmate sexual abuse.

Sanctions are commensurate with the nature and circumstances of the abuse committed, the inmate's disciplinary history, and the sanctions imposed for comparable offenses by other inmates with similar histories.

The disciplinary process considers whether an inmate's mental disabilities or mental illness contributed to his or her behavior when determining what type of sanction, if any, should be imposed.

The Roanoke County Salem Jail offers and refers inmates to mental health services through "The Center for Emotional Wellness," for therapy, counseling, or other interventions designed to address and correct underlying reasons or motivations for the abuse. Roanoke County Salem Jail does not require the offending inmate to participate in such interventions as a condition of access to programming or other benefits.

Roanoke County Salem Jail disciplines an inmate for sexual contact with staff only upon a finding that the staff member did not consent to such contact.

A report of sexual abuse made in good faith based upon a reasonable belief that the alleged conduct occurred does not constitute falsely reporting an incident or lying, even if an investigation does not establish evidence sufficient to substantiate the allegation.

Roanoke County Salem Jail prohibits all sexual activity between inmates and may discipline inmates for such activity.

Standard

number here 115.81 Medical and Mental health screening; history of sexual abuse

- ☐ Exceeds Standard (substantially exceeds requirement of standard)
- ☒ Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)
- ☐ Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Reviewed SOP 5.14 III. G. 1 & 2 & N 8 & 9. Based on interview with staff responsible for risk screening and medical/mental health staff.

If the screening indicates that an inmate has experienced prior sexual victimization, whether it occurred in an institutional setting or in the community, staff ensure that the inmate is offered a follow-up meeting with a medical or mental health practitioner within 14 days of the intake screening.

If the screening indicates that an inmate has previously perpetrated sexual abuse/prior sexual victimization, whether it occurred in an institutional setting or in the community, staff ensure that the inmate is offered a follow-up meeting with a mental health practitioner within 14 days of the intake screening.

Any information related to sexual victimization or abusiveness that occurred in an institutional setting is strictly limited to medical and mental health practitioners and other staff, as necessary, to inform treatment plans and security and management decisions, including housing, bed, work, education, and program assignments, or as otherwise required by Federal, State, or local law.

Medical and mental health practitioners obtain informed consent from inmates before reporting information about prior sexual victimization that did not occur in an institutional setting.

Standard

number here 115.82 Access to emergency medical and mental health services

☐ Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

☐ Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Reviewed SOP 5.14 III. N. 1 – 2 & 10. Based on interview with medical and mental health staff.

There have been no sexual abuse allegations made at the Roanoke County Salem Jail.

Inmate victims of sexual abuse receive timely, unimpeded access to emergency medical treatment and crisis intervention services, the nature and scope of which are determined by medical and mental health practitioners according to their professional judgment.

If no qualified medical or mental health practitioners are on duty at the time a report of recent abuse is made, security staff first responders take preliminary steps to protect the victim and are immediately notify the appropriate medical and mental health practitioners.

Inmate victims of sexual abuse while incarcerated are offered timely information about and timely access to emergency contraception and sexually transmitted infections prophylaxis, in accordance with professionally accepted standards of care, where medically appropriate.

Treatment services are provided to the victim without financial cost and regardless of whether the victim names the abuser or cooperates with any investigation arising out of the incident.

Standard

number here 115.83 Ongoing medical and mental health care for sexual abuse victims

☐ Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

☐ Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Reviewed SOP 5.14 III. N. 3 – 7 & 10. Based on interview with medical/mental health staff.

There have been no sexual abuse allegations made at the Roanoke County Salem Jail.

Roanoke County Salem Jail offers medical and mental health evaluation and, as appropriate, treatment to all inmates who have been victimized by sexual abuse in the jail.

The evaluation and treatment of such victims include, as appropriate, follow-up services, treatment plans, and, when necessary, referrals for continued care following their transfer to, or placement in, other facilities, or their release from custody.

Roanoke County Salem Jail provides such victims with medical and mental health services consistent with the community level of care.

Inmate victims of sexually abusive vaginal penetration while incarcerated are offered pregnancy tests. If pregnancy results victims receive timely and comprehensive information about and timely access to all lawful pregnancy-related medical services. Female inmates only stay at Roanoke County Salem Jail for a couple of days before being transferred to the Western Virginia Regional Jail.

Inmate victims of sexual abuse while incarcerated are offered tests for sexually transmitted infections as medically appropriate.

Treatment services are provided to the victim without financial cost and regardless of whether the victim names the abuser or cooperates with any investigation arising out of the incident.

Standard

number here 115.86 Sexual abuse incident reviews

☒ Exceeds Standard (substantially exceeds requirement of standard)

☐ Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

☐ Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Reviewed SOP 5.14 III. T. 1-4. Based on interview with Major, PREA Coordinator; incident review team member.

Roanoke County Salem Jail conducts a sexual abuse incident review at the conclusion of every sexual abuse investigation, including where the allegation has not been substantiated, unless the allegation has been determined to be unfounded. This review occurs within 30 days of the conclusion of the investigation. The review team includes upper-level management officials, with input from line supervisors, investigators, and medical or mental health practitioners, they also request someone from another police agency participate in the incident review to get an unbiased impartial perspective.

The review team considers whether the allegation or investigation indicates a need to change policy or practice to better prevent, detect, or respond to sexual abuse; whether the incident or allegation was motivated by race; ethnicity; gender identity; lesbian, gay, bisexual, transgender, or intersex identification, status, or perceived status; or gang affiliation; or was motivated or otherwise caused by other group dynamics at Roanoke County Salem Jail;

and they examine the area in Roanoke County Salem Jail where the incident allegedly occurred to assess whether physical barriers in the area may enable abuse; assess the adequacy of staffing levels in that area during different shifts; assess whether monitoring technology should be deployed or augmented to supplement supervision by staff.

Based on the fact that the review team enlists someone from another police agency to participate in the incident review to get an unbiased impartial perspective, I find Roanoke County Salem Jail exceeds in this standard.

Standard

number here

115.87 Data collection

☐ Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

☐ Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Reviewed SOP 5.14 III. B. 5 Roanoke County Salem Jail collects accurate, uniform data for every allegation of sexual using a standardized instrument and set of definitions, and aggregates the incident-based sexual abuse data at least annually.

The incident-based data collected is based on the most recent version of the Survey of Sexual Violence conducted by the Department of Justice.

Roanoke County Salem Jail maintains, reviews, and collects data as needed from all available incident-based documents, including reports, investigation files, and sexual abuse incident reviews.

Upon request, Roanoke County Salem Jail provides all such data from the previous calendar year to the Department of Justice no later than June 30. No such requests have been made.

Standard

number here

115.88 Data review for corrective action

☐ Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

☐ Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Reviewed SOP 5.14 III. B. 5b. Based on interview with PREA coordinator.

Roanoke County Salem Jail reviews data collected to assess and improve the effectiveness of its sexual abuse prevention, detection, and response policies, practices, and training,

including identifying problem areas; taking corrective action on an ongoing basis; and preparing an annual report of its findings and corrective actions for Roanoke County Salem Jail as a whole.

Such reports includes a comparison of the current year's data and corrective actions with those from prior years and provide an assessment of Roanoke County Salem Jail's progress in addressing sexual abuse.

Roanoke County Salem Jail's report is approved by the Sheriff of Roanoke County Salem Jail and made readily available to the public through its website www.roanokecountyva.gov

Standard

number here 115.89 Data storage, publication and destruction

☐ Exceeds Standard (substantially exceeds requirement of standard)

X Meets Standard (substantial compliance; complies in all material ways with the standard for the relevant review period)

☐ Does Not Meet Standard (requires corrective action)

Auditor comments, including corrective actions needed if does not meet standard

Reviewed SOP 5.14 III. T. 5.b.

Roanoke County Salem Jail makes all aggregated sexual abuse data, under its direct control readily available to the public at least annually through its website www.roanokecountyva.gov

All reports are securely retained and maintained for at least 10 years after the date of the initial collection unless Federal, State, or local law requires.

AUDITOR CERTIFICATION:

The auditor certifies that the contents of the report are accurate to the best of his/her knowledge and no conflict of interest exists with respect to his or her ability to conduct an audit of Roanoke County Salem Jail under review.

Katherine Brown

November 6, 2014

Auditor Signature

Date